

**TRAINING FOR NEW VICTIM-OFFENDER DIALOGUE
FACILITATORS**

**VICTIMS OF VIOLENCE MEET THE OFFENDER:
A Journey Toward Healing & Strength**

March 19-23 2007

[details](#)

VICTIMS OF VIOLENCE MEET THE OFFENDER: A Journey Toward Healing & Strength

WHAT IS VICTIM-OFFENDER DIALOGUE ?

Some people who are crime victims or survivors say they want to meet face-to-face with their offender. Believing it can be helpful as they continue the journey forward in the aftermath of crime, people request Victim-Offender Dialogue (VOD) for very personal reasons. Studies show such VOD conversations are overwhelmingly beneficial for victims/survivors and offenders who choose to participate.

The New Hampshire Department of Corrections honors these victim-initiated requests when it can be done with safety for all involved. Upon request of people who are crime victims/survivors, we collaborate with community-based agencies and volunteers to offer the Victim-Offender Dialogue (VOD) service.

Advanced training and support for facilitators are among the essential elements for successful outcomes in Victim-Offender Dialogue. During 2007, we are planning to **expand our team of VOD facilitators** and will provide an intensive **5-day advanced training for new facilitators**. Prospective facilitators from the Department of Corrections, community-based agencies, and victim services organizations may apply.

After the March 2007 training, approved VOD facilitators agree to participate in our bi-monthly peer consultation meetings and an annual 2-day in-service training. Well-trained and skilled VOD facilitators are key to promoting best practices and improved outcomes for participating crime victims and their offenders.

Our next training for prospective new VOD facilitators is the week of **March 19 – 23, 2007 at Concord, NH**. [Scroll down](#) for more information about the [Application to attend this Victim-Offender Dialogue training](#).

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VICTIMS OF VIOLENCE MEET THE OFFENDER: A Journey Toward Healing & Strength

March 19 - 23 2007
Concord, NH

Attendance is limited. There is no registration fee. **All participants** in this advanced training **must submit a completed Victim-Offender Dialogue Application for Facilitator** (includes references and criminal record check) to the New Hampshire Department of Corrections Victim Services Office, **no later than February 20, 2007.**

To receive an Application to attend this training, please contact:

Peter A. Michaud
NHDOC Victim Services Coordinator

By mail:
NH Department of Corrections
PO Box 1806
Concord, NH 03302-1806

Or by telephone:
603-271-1937

Or by email:
victimservices@nhdoc.state.nh.us

NOTE: Snowstorms during March should NOT prevent this advanced training from occurring in New Hampshire! For participants selected to attend this training, **please plan to attend all five days.**

Scroll down for more information about the Victim-Offender Dialogue **training topics** and **guiding principles.**

VOD TRAINING TOPICS

The **March 2007 training**, “*VICTIMS OF VIOLENCE MEET THE OFFENDER: A Journey Toward Healing & Strength*,” will address the following and more:

- Understanding Victimization
- Dialogue With Survivors of Violent Crime
- Differing Viewpoints and Implications for VOD Practice
- Understanding Offenders
- The Justice System & Prisons in New Hampshire
- Dialogue With Prison Inmates
- Victim-Offender Dialogue – The Empowerment Model
- Deep Compassionate Listening
- Multiple Case Study Analyses
- Exploring The Boundaries: Case Studies, Diversity
- What We Are Learning From Research
- VOD Protocols and Practices in New Hampshire

THE GUIDING PRINCIPLES FOR VICTIM-OFFENDER DIALOGUE:

- ❑ When initiated by the victim or survivor, a facilitated discussion with the offender can be helpful in moving forward in the aftermath of violent crime.
- ❑ Victims and survivors requesting meaningful dialogue with the offender should be respected and offered the opportunity to meet, consistent with safety and security needs.
- ❑ Participation by the victim/survivor and offender is voluntary and may be terminated at any time by either party or facilitator(s).
- ❑ Co-facilitators, trained in victim-offender dialogue in cases of severe violence, will support a genuine dialogue in which the participants are actively engaged.
- ❑ Presenting choices to the participants promotes personal empowerment.
- ❑ A victim sensitive, structured process can neutralize status and power, providing an environment conducive to meaningful dialogue in highly emotional circumstances.
- ❑ Extensive preparation for both participants and facilitators is critical to the success of the dialogue.

How are Victim-Offender Dialogue facilitators selected?
[Scroll down](#) for details.

Review of Prospective Facilitators *

Facilitator: One who is trained and skilled at making dialogue easier between a crime victim/survivor and offender, during a structured process which neutralizes status and power, in an environment conducive to meaningful discussion under highly emotional circumstances. A facilitator does not promote reconciliation, settlement, or compromise. (Source: *Protocols for Victim-Offender Dialogue*, NH Department of Corrections)

___ Completed *VOD Application for Facilitator*

___ Prior basic victim-offender dialogue training & experience OR related human services training & experience with victims & offenders

___ Criminal History check

___ Not currently under NHDOC jurisdiction

___ References check

___ Answers to Section 5 Questions on *Application*

- Why are you interested in facilitating Victim-Offender Dialogue?
- What specific personal qualities do you possess that would enable you to facilitate dialogue in crimes of violence?
- Describe your ability and motivation to commit your service to victim-offender dialogue in cases of violence?
- Have you received training regarding victim issues and services? If yes, please specify.
- Have you received basic victim-offender dialogue training or mediation training? If yes, how long was the training and what core issues were covered?
- What type of related human services training and experience do you have with victims and offenders?
- What kind of educational background, professional training or personal experience do you have that is relevant to providing facilitated dialogue services in crimes of violence?

___ Successful completion of advanced victim-sensitive VOD training

___ "Helping Skills"

- | | | |
|-------------------------|-------------------------|-------------------|
| ___ Caring | ___ Objective, Neutral | ___ Patient |
| ___ Supportive | ___ Honest, Trustworthy | ___ Flexible |
| ___ Effective Listening | ___ Direct | ___ Experienced |
| ___ Genuine | ___ Professional | ___ Knowledgeable |
| ___ Empathic | ___ Confident | |

- ___ "Specialized Skills"
 - ___ Understanding victimization and phases of grief/recovery
 - ___ Dealing with grief and loss (own and others)
 - ___ Understanding post-traumatic stress
 - ___ Understanding the painful journey of participants
 - ___ Facilitation skills (facilitating direct and frank dialogue)
 - ___ Understanding the offender/inmate experience
 - ___ Ability to relate to violent offenders in a nonjudgmental manner
 - ___ Ability to assess offender genuineness about VOD participation
 - ___ Interviewing skills (e.g. open-ended questions, non-verbal cues, objectivity)
 - ___ Ability to collaborate with therapists, corrections staff and other stakeholders
 - ___ Understanding the criminal justice and corrections systems
 - ___ Crisis intervention skills
 - ___ Accepting feedback through peer consultation
- ___ Agrees to at least one year post-training availability for VOD services
- ___ Agrees to participate in at least 4 of 6 Peer Consultation/Case Review meetings annually as determined by NHDOC Victim Services Office and the VOD Steering Committee
- ___ Signed *VOD Facilitator Service Agreement* on file with NHDOC Victim Services Office
- ___ Agrees to maintain appropriate confidentiality (see NHDOC PPD 1.40)
- ___ Community volunteers approved as NHDOC Short-term Volunteer (PPD 2.24)

*** Personal interviews are scheduled with qualified candidates**

For more information about the NH Department of Corrections and our Victim Services, please visit our website at <http://www.nh.gov/nhdoc/>.